

Subj Cy

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Equal Employment Opportunity Report - FY-1987

FROM:

Chief, DDA Management Staff
7D18 HQS

EXTENSION

NO.

DA 87-2545

DATE

1 December 1987

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

O/COMPT

Attn:

2.

3.

4.

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

Attached is the FY-87 EEO Report requested by HPSCI. OP thinks it would be helpful to point out -- in the covering letter if possible -- that data is based on information volunteered by applicants. We are prohibited by law from requiring applicants to designate their ethnic background.

DR

Distribution:

Orig - Addressee

1 - DD/OP

2 - DA Registry

1 - MS Subj w/att

1 - MS Chron

~~SECRET~~

CENTRAL INTELLIGENCE AGENCY
EQUAL EMPLOYMENT OPPORTUNITY REPORT
FY-1987

MINORITY AND FEMALE RECRUITMENT

During 1987 the Central Intelligence Agency continued its commitment to recruit and retain minority and female employees. We hired [] minorities, compared to [] in 1986, and [] women, compared to [] last year. The results of our broadened and intensified equal employment opportunity efforts are enumerated below.

UPWARD MOBILITY

The Agency Upward Mobility Program offers career opportunities to technical and clerical employees at grades GS-09 and below. From the program's inception in FY 1980 through 1987, we have moved [] employees into technical and officer positions. We placed [] employees in 1987. []

FY 1980-86

Black	Female	
	Male	
White	Female	
	Male	

TOTAL

FY 1987

White	Female
	Male
Black	Female
	Male

TOTAL

OTHER SPECIAL PROGRAMS

Four Agency programs -- Summer Fellowship, Minority Undergraduate, Undergraduate Student Scholar, and Minority Symposium -- directly support our minority recruitment effort. They are expanding our recruitment feeder groups and networks at the Historically Black Colleges and Universities (HBCUs), predominantly Hispanic schools in the Southwest, and other schools with significant minority enrollments.

~~SECRET~~

S E C R E T

Summer Fellowship Program

This program, which began in 1980, provides faculty members and administrators who work at HBCUs productive summer assignments at CIA which strengthen their skills. They, in turn, serve as supportive contacts for the Agency when they return to their schools. In FY 1987 11 participants from 10 colleges and universities took part in the program.

Minority Undergraduate Program

This program, now in its third year, allows promising minority undergraduates to receive an early introduction to the Agency through a summer work experience linked to their formal academic studies. It also affords the Agency an opportunity to evaluate potential future employees and recommend course work that will prepare them for Agency careers. In FY 1987 we increased the number of participants from six in 1986 to 16. We also broadened Agency participation, formerly limited to the Directorate of Intelligence, adding work opportunities in the Directorates of Administration and Science and Technology.

Undergraduate Student Scholar Program

In response to section 506 of the Intelligence Authorization Act of FY 1987, the Agency developed an undergraduate training program that will lead to baccalaureate degrees and intelligence careers for high school students interested in and capable of developing skills critical to the Agency's mission. This new program, designed particularly for minorities and the disabled, provides tuition assistance and CIA work experience to students pursuing intelligence-related studies with the understanding that they will become full-time CIA employees upon graduation. The first 11 student participants, six more than our initial goal, began the program in September 1987. We plan to continue this program in FY 1988.

Minority Symposium

In April 1987, the Agency sponsored its second "Minority Symposium," attracting 35 minority students and 10 placement representatives from 10 different colleges and universities. The students were enrolled in computer science, engineering, economics, and political science programs at HBCUs and two universities with high Hispanic representation. We provided them a series of indepth briefings concerning the Agency's mission and objectives. Nine of these students are currently being processed for the Minority Undergraduate Program. We intend to hold another Minority Symposium in FY 1988.

SPECIAL TRAINING

The Agency continues to sponsor an array of special training courses to assist managers and employees in reaching our equal employment opportunity goals.

S E C R E T

25X1 In FY 1987 the Urban Awareness Seminar was offered nine times, reaching approximately [] employees. Since 1980 we have contracted with Dr. Charles King, President of the Urban Crisis Center in Atlanta, Georgia, to conduct these seminars to help participants develop a better understanding of how racial, cultural, and other differences can affect day-to-day working relationships.

25X1 Our Federal Women's Program sponsored 26 runnings of three training courses -- the Professional Women's Course, the Professional Men's Course, and the new Women's Executive Leadership Development Course -- reaching some [] students. These courses provide substantive training, information, and role experiences from different perspectives to teach leaders of both sexes to understand and accommodate gender differences and leadership styles in the work place.

25X1 In FY 1987 the Office of Equal Employment Opportunity (EEO) offered a pilot running of a new EEO for Managers Course. This one-day program emphasized the active role and responsibility a manager must play in order to avoid and correct problems that lead to discrimination complaints. The course was attended by [] employees who are managers or in some way affect employees' careers. We intend to offer the course three times in FY 1988.

The Office of Logistics--one of our principal employers of wage grade workers and minorities--has devised a Blue Collar Midcareer course, paralleling a similar Agency-wide course for professional employees. The "Blue Collar" course is intended to provide a broadening experience and new insights on career opportunities for workers with demonstrated potential for advancement. In the first two runnings of the course, some 30 percent of the participants were women and minorities. This high level of minority and female participation is expected to continue.

CHARTS

Attached are charts showing the distribution of employees, FY 1987 hiring, and EOD statistics.

S E C R E T

Sanitized Copy Approved for Release 2011/10/12 : CIA-RDP89G00643R000600020002-7

Page Denied

Next 4 Page(s) In Document Denied